

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>			BPA NO.	1. CONTRACT ID CODE	PAGE 1	OF PAGES 35
2. AMENDMENT/MODIFICATION NO. One		3. EFFECTIVE DATE SEE BLOCK 16C		4. REQUISITION/PURCHASE REQ. NO.		5. PROJECT NO. (If applicable)
6. ISSUED BY USAID/SENEGAL REGIONAL ACQUISITION AND ASSISTANCE OFFICE AMERICAN EMBASSY B.P. 49 DAKAR, SENEGAL			7. ADMINISTERED BY (If other than Item 6) Same as Block 6		CODE	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)  ALL Potential Offerors				(X) 9A. AMENDMENT OF SOLICITATION NO. SOL-685-13-000005 Dated March 15, 2013 9B. DATED (SEE ITEM 11) 10A. MODIFICATION OF CONTRACT/ORDER NO. 10B. DATED (SEE ITEM 13)		
CODE		FACILITY CODE				

### 11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

- ☐ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended, ☒ is not extended.
- Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:
- (a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

### 13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

A.	THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
B.	THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
C.	THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
D.	OTHER (Specify type of modification and authority)


**E. IMPORTANT:** Contractor ☒ is not, ☐ is required to sign this document and return \_\_\_\_\_ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

The purpose of this amendment is to provide: (1) additional information in Section L.6(a)(3) – *Collaboration and Coordination Plan*, and in Section L.7(b) – *Proposed Costs/Prices*; and (2) answers to questions from potential offerors.

(See continuation pages)

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) N/A		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Beatrice M. Condé Regional Contracting Officer	
15B. CONTRACTOR/OFFEROR N/A (Signature of person authorized to sign)	15C. DATES SIGNED	16B. UNITED STATES OF AMERICA BY  (Signature of Contracting Officer)	16C. DATE SIGNED April 08, 2013

1. ***What is the anticipated start date for REGIS-AG?***

*A: July 2014*

2. ***On the cover page, the closing time for submission of proposals in response to this RFP is listed as 08:00 Dakar local time on Monday, April 29, 2013. Q: What time will USAID's office in Dakar open on Monday, April 29, in the event that offerors need to request oral confirmation of receipt of proposals on that date?***

*A: Only electronic confirmation of receipt of proposals will be provided to those offerors that submit their complete electronic submission prior to the closing date and time specified on the cover letter of the solicitation. Phone calls are not authorized nor encouraged.*

3. ***SOL cover letter, paragraph 4, page 2 and SOL Section L.3, paragraph (e), page 126, both state a requirement for a Word document and Excel for the cost proposal. Given that the cost proposal requires signed documents and other large files, would USAID consider allowing Contractors to submit the cost proposal in PDF format in addition to the Excel spreadsheet with workable calculations, and eliminate the requirement for a Word Document for the cost proposal?***

*A: The Technical Proposal shall be submitted in MS Word or Adobe Acrobat (PDF) format. For the Cost Proposal – the budget shall be in MS Excel to show calculations, however the budget narrative can be in either MS Word or PDF format. The apparent winner will be asked to submit the negotiated Statement of Work (SOW) in MS Word format.*

4. ***As there is a limited number of key local organizations that operate in the proposed project zone, would USAID consider discouraging, or barring completely, the establishment of exclusive teaming arrangements between international organizations and local organizations, to ensure that all teams have the advantage of collaborating with local organizations?***

*A: Local organizations will be able to partner with as many international organizations as they deem necessary in offerors' proposals.*

5. ***SOL Section B.4, page 8: The RFP states that "Indirect costs shall not be allowed for local organizations. All costs for local organizations shall be budgeted and billed as direct costs." Would USAID consider a deviation from this requirement on a case-by-case basis when each of the following conditions is met?***

- *An indigenous organization can provide evidence that it has an accounting system capable of administering a Cost-Plus-Fixed-Fee (CPFF) or Time and Materials (T&M) type subcontract;*
- *An indigenous organization has audited financial statements for at least the past two years and is committed to annual audits of its indirect cost rates in accordance with the cost principles of FAR Part 31;*
- *An indigenous organization has established indirect cost rates and the use of indirect cost rates is an integral part of their cost accounting standards; and*

- The prime contractor has the appropriate subcontract management systems in place to ensure a CPFF or T&M subcontract with an indigenous organization is administered properly.

a. We would appreciate USAID providing Offerors the flexibility of entering into CPFF or T&M type subcontracts with indigenous organizations that have the financial and administrative capacity to administer these types of subcontracts. With strong prime contractor oversight and the requirement that indigenous organizations undergo annual audits, these mechanisms would help indigenous organizations acquire the financial and administrative experience to apply for NICRAs.

b. Further, managing direct cost allocation subcontracts typically results in a higher financial and administrative burden for prime contractors and reduces overall cost control, because monthly costs vary significantly depending on the services that the subcontractor provides. Indirect cost rate ceilings (under CPFF subcontracts) and fixed multipliers (under T&M subcontracts) reduce the government's cost risk of potential indirect cost rate increases and allow the prime contractor to provide higher levels of cost control and financial and administrative oversight.

*A: It is expected that unless the proposed local subcontractors have multiple donor funding sources, that all proposed budget expenditures be charged as "Direct Cost".*

**6. RFP Section B.6., page 8: Is the RFP requesting ceilings on indirect rates?**

*A: Section B.6 has been deleted in its entirety.*

**7. Page 8, Clause B.6, Ceiling on Indirect Cost Rates, is intended to establish ceilings on the indirect cost rates.**

***Question: We request that this section be deleted in its entirety based on the following authorities: a) FAR 42.703-1 "Policy", FAR 42.707(b) "Cost-sharing rates and limitations on indirect cost rates", and USAID's "Best Practices Guide for Indirect Costing".***

*A: Section B.6 has been deleted in its entirety.*

**8. Section C.2, Figure 1, on page 16, IR 2.1 under Objective 1, "Increased access to water (productive use)", is mentioned on the same hierarchy as value chains strengthened and climate smart Ag practices expanded and all are receiving the highest level of new investment, yet water seems to be mentioned only in passing under cross-cutting issues (C.5.1, paragraph 3, page 21) for REGIS-AG, while value chains and climate smart agricultural practices are addressed more directly. Water does seem to be integrated more directly in the description of component 1 of REGIS-ER (Section J.6., 1.2, page 92-94). Given this and the "Centrality of Water" mentioned in J.3, Box 2, page 76, could USAID please clarify how the issue of water should be addressed by REGIS-AG?**

*A: As this set of questions only addresses the REGIS-AG RFP, the issue of water should be addressed only insofar as it supports the focus value chains of this contract, which are cowpea, small ruminants, and poultry (see page 15).*

**9. Section C.2, Figure 1, on page 16, onion, millet, and sorghum, are mentioned as a key value chains (under IR 2.2), yet they seems to be missing from the REGIS roles and responsibilities on page 74. It seems from the shading indicating depth of new investment (on page 16) that no new investment will be made in these subsectors. Does this mean these sectors are already addressed by currently operating projects?**

*A: While onion, millet, and sorghum were identified as value chains, they were not selected as focus value chains. The focus value chains of this contract are cowpea, small ruminants, and poultry (see page 15). A revised Figure 1 (page 16) is incorporated to this RFP Amendment 01 to add poultry which is mistakenly missing from the figure on page 16.*

10. Page 17, **Clause C.2**, states that **REGIS-AG** “will serve as a model (and partner) for REGIS-ER for non-targeted value chains. **Question: Could USAID elaborate further on the expectations for REGIS-AG’s involvement in non-targeted VCs?**

*A: USAID expects close collaboration between REGIS-AG and REGIS-ER. USAID expects REGIS-AG, through Objective 1, IR 1.1. in the results framework, to play a supporting role in developing non-targeted value chains under the REGIS-ER cooperative agreement.*

11. **Section C.4 Objectives, paragraph 3, page 17: Would USAID please confirm that the 270,000 direct beneficiaries cited as a target in Section C.4 include household members of participants in project activities?** That is, for example, if a household with six members benefits from the increased income that accrues to a trader due to participation in project activities, **then this would count as six direct beneficiaries of the project?**

*A: Yes, USAID confirms that the 270,000 direct beneficiaries cited in the RFP includes household members.*

12. **On page 17, in section C.4. Objectives**, USAID defines a target of reach 270,000 direct beneficiaries. On page 25, in section C.6. Place of Performance, USAID defines the place of performance as Tillabéry, Maradi, and Zinder in Niger, and Séno, Yagha, Komondjari, Ghagna, Namentenga, Sanmatenga, Bam, and Loroum in Burkina Faso. Given that REGIS-AG will be working to strengthen actors along the value chain, including those that may not be directly located in the target areas, will USAID kindly clarify whether the 270,000 direct beneficiaries must be located in the targeted areas, or must only be working in value chains affecting actors in the targeted areas?

*A: USAID confirms that the project will target and work in only the most vulnerable areas outlined in the RFP. Please also note that this project will also build on existing Food For Peace (FFP) development programs in common programmatic and geographic focus areas (see page 131.) These FFP programs are in a subset of the focus regions.*

13. **Page 17, Clause C.4, Objectives**, states “Income from sheep, goats, poultry and cowpeas increased by 50% among target households, which will, in turn, contribute to reducing the depth of poverty (among the poor) by 20%.” **Question: Are these targets for the entire Sahel portfolio or specific to the REGIS AG objectives?**

*A: USAID confirms that these targets are specific to the REGIS-AG objectives.*

14. **Section C.4.4, paragraphs 1-2, pages 19-20:** USAID refers to subcontracts “designed to co-invest with private-sector actors in activities that will catalyze change (upgrading) in the target value chains.” SOL Section J.4, Component 1, paragraph 4, page 81: USAID mentions “matching grants” and “promotional activity grants.” SOL Section L.6(b), paragraph 6, page 134: USAID refers to the existence of an “Innovation and Investment Fund.” **Are grants-under-contract contemplated under this award, and can/should Offerors propose a grants fund?**



*A: Grants Under Contracts (GUCs) are not contemplated under this award, however sub-awards will be considered and are encouraged. Any reference to “promotional activity grants” and “innovation fund” are deleted from the RFP. The meaning of “matching grants” is: The offeror is encouraged to seek ways to partner with private sector entities in order to leverage USAID funds.*

- 15. Section C.4.4, paragraph 3, page 20**, the RFA mentions the design of an approach for sub-contracting with the private sector for the need for scaling up investments in technology. ***What sorts of technologies is USAID seeking to scale up? Could the sub-contracting be done to any entity capable of scaling up investments in technology, regardless of legal status (i.e. could this be done by an NGO with a facilitation and market systems approach, rather than just the private sector)?***

*A: USAID is seeking to scale up any appropriate technology which will improve the overall performance and inclusiveness of three product value chains (cowpea, small ruminants, and poultry).*

- 16. Section C.5, paragraph 3, page 21**, the RFP states “there is no hard line between “domestic” and “productive” water sources, yet they seem to be addressed separately in the description of component 1 of REGIS-ER (Section J.6., 1.2, page 92-94) and the results framework, where IR 2.1 (page 16) mentions productive use and IR 1.3.2.1 (page 73) potable water. ***Could USAID please clarify the differentiation between IR 2.1 and IR 1.3.2.1 when conceptualizing community-based multiple use water systems?***

*A: Objective 1 (Increased and Sustainable Economic Well Being), IR 2.1. refers to increased access to water (productive use), while Objective 3 (Improved Health and Nutrition Status) IR 1.3.2.1 refers to increased availability of potable water. The application should clearly demonstrate how water for productive use will be increased and how availability of potable water will be increased through proposed project interventions.*

- 17. Section C.5.5, Results:** The RFP lists expected results by Component. ***Could USAID clarify whether the Offeror can assign expected results from a component to another based on the Offeror's technical design?***

*A: USAID confirms that the offeror can assign expected results from a component to another based on the offeror's technical design.*

- 18. Page 25, Clause C.6 Place of Performance**, refers to “Security conditions” ***Question: Please clarify the U.S. Embassy guidelines to non-governmental organizations on security protocols in Niger and Burkina Faso and what are allowable costs for security staff and procedures? For instance, given current security concerns in Niger, does Embassy policy advise use of armed escorts of NGO staff to project sites outside Niamey?***

*A: The U.S. follows the Government of Niger (GON) and Government of Burkina Faso (GoBF) policy for security protocols in Niger. Currently, the GON requires armed escorts outside of Niamey. Offerors should be aware of the current operating environment in Niger. As the security situation is fluid, offerors should be willing and able to adjust to shifting GON policies regarding security protocols.*

19. **Section F.4, paragraph 1, page 31:** The RFP states that “the Contractor shall provide the following key personnel at 100% Level of Effort (LOE) for the performance of the REGIS-AG contract.”

***(a) Could USAID confirm that this means that Key Personnel must spend 100% of their time on the project?***

*A: It is expected that the proposed Key Personnel will dedicate 100% Level of Effort in their respective positions as identified in the proposal.*

***(b) Could USAID confirm that applicants may budget for an individual (such as an expatriate or TCN) in a Key Personnel position to phase out of the position, provided that he/she is replaced by another candidate who is approved by USAID?***

*A: USAID expects that all key personnel positions be filled as indicated in the proposal. If the offeror proposes an expatriate or TCN for a period of time (not the entire award) who is expected to phase out and be replaced through award completion, a replacement candidate shall be proposed for approval. It is however expected that any replacements will not pose additional costs burden to the program.*

20. Given heightened security concerns in several target districts and regions of REGIS-AG, particularly in Niger, ***(Q: a) can USAID provide further guidance and information around these region’s heightened security profiles and Mission plans to mitigate security risks? (Q:b) To what extent are Offerors required to include security planning in their proposed technical approach, management plan, and budget?***

*A: As the security situation is fluid in the targeted zones outlined in the RFP, USAID will meet with partners in-country regularly to ensure security information is widely shared in a timely manner. A good understanding of the security environment and required security costs will strengthen offerors’ proposals significantly.*

21. **Section F.4, Key Personnel, paragraph 1, page 31:** ***Could USAID clarify the definition of "local-hire or Sahelian" personnel?***

*A: Local-hire refers to an individual from that country (i.e. Burkinabe for Burkina Faso and Nigerien for Niger); Sahelians refer to the region.*

***Could USAID clarify whether residents of Mali or Chad, for example, be considered TCNs or CCNs for evaluation and cost purposes?***

*A: In the context of Sahelian, individuals from Mali, Chad and other West African countries are considered as CCN or the equivalent to a Local-hire TCN.*

22. **Page 31, Clause F.4, Key Personnel,** states that the Chief of Party is located in Niger while the DCOP is located in Burkina Faso. ***Question: Considering the current security environment and its impact on both recruitment and on management flexibility, is it allowable for the COP to switch formal post location to Burkina Faso in the implementation of the project? The DCOP likewise would locate in Niger, understanding that both personnel will travel from Niger to Burkina Faso as necessary.***

*A: Approximately two thirds of the REGIS program’s budget will be devoted to Niger, while one third will be devoted to Burkina Faso. It is not allowable for the COP to switch formal*

*post location to Burkina Faso. It is not allowable for the DCOP to switch formal post location to Niger. As stated in the RFP, the COP is to be stationed in Niger, while the DCOP is to be stationed in Burkina Faso.*

- 23. Page 31, Clause F.4, Key Personnel**, states that each of the four key positions may substitute an additional seven years' of experience in lieu of a Master's degree. ***Question: The addition of seven years seems excessive for what is commonly a 2 year degree and for which USAID solicitations most commonly require only an additional 4 years of experience.***

*A: USAID confirms the terms laid out in the RFP, namely that each of the four key positions may substitute an additional seven years of experience in lieu of a Master's degree.*

- 24. Page 32, Clause F.4, Key Personnel**, identifies the Finance and Operations Manager as a Key Personnel position. ***Question: Is the use of a slightly different title acceptable, understanding that the requirements and the key nature of the position remain the same.***

*A: USAID confirms that a slightly different title is acceptable for the position of Finance and Operations Manager.*

- 25. Page 32, Clause F.4, Key Personnel**, states that the Finance and Operations Manager must have "experience managing sub-grants". Section H does not include a Grants Under Contract authorization for this program.

***Question: Please confirm that GUC authorization will be incorporated into the awarded contract. No GUCS are anticipated in this award. The Finance and Operations Manager must have experience managing sub-awards.***

*A: Section F.4, Page 32, Key Personnel has been changed to delete, "sub-grants and sub-contracts" and is replaced with "Sub-awards".*

- 26. Page 36, Clause F.6.A(6), Reports and Deliverables, Financial Report**, states that "Financial reports must contain sufficient information on a budget sub-line items basis to review vouchers for approval."

***Question: Please provide some illustrative examples of "sub-line item" financial data since the line items of Clause B.4 include only Direct, Indirect and Fixed Fee?***

*A: Financial reporting is required by Country, Earmarks, CLIN, and component (C.4). This information shall be transmitted with the: SF425 (Federal Financial Report) - filed Quarterly; and with the SF1034 (Public voucher for Purchase and Services other than Personal)" submitted for each payment request.*

- 27. Page 36, Clause F.6.A(6), Reports and Deliverables, Financial Report**, states that "USAID will require that activities related to earmarks for Global Climate Change, Global Health Initiative, Feed the Future, Environment, Water and Humanitarian Assistance activities be tracked." It further requires "...a budget tracking table by earmark..."

***Question: Please confirm that the various earmarks anticipated in this clause will not require the sub-line item financial data, rather will require only cumulative financial data of total costs to date incurred in the activities of the earmark.***

*A: USAID confirms that the earmarks anticipated in this clause will not require the sub-line item financial data, but will require cumulative financial data of total costs to date incurred in the activities of the earmark. Also see answer to question 26 above.*

- 28. Page 36, Clause F.6.A(6), Reports and Deliverables, Financial Report**, states that “The Contractor must ensure that they attach a budget tracking table by earmark and the associated required indicators located in Attachment J-5 to their financial report on a quarterly basis.” **Question: Please confirm that the information in J-5 does not include financial data nor is USAID expecting the Contractor to provide financial reporting at the indicator level.**

*A: USAID confirms that the information in J-5 does not include financial data nor is USAID expecting the Contractor to provide financial reporting at the indicator level.*

- 29. Page 36, Clause F.6.D., Reports and Deliverables, Close-out Plan**, states that “The close-out plan shall also include a financial report which reflects expenditures to date by program element and projected funds to be de-obligated.” This Plan shall be submitted six months prior to the end of the contract.

**Question: Please define what a program element is, since other financial tracking requires reporting by CLIN (Direct, Indirect, Fixed Fee) or by sub-line item of those B.4 items and the definition of an element is not provided. Please note that a six months lead-time increases a high level of uncertainty in projection de-obligation estimates.**

*A: The program elements are the same as program components (C.4). The six month lead time for phasing-out of activities/staff of a 5 year award is not a long period of time since 4 ½ years of program activities would have been performed. The phasing out should already reflect and be addressed in the offeror’s technical & cost proposals.*

- 30. Section F.6.B, EMMP, page 40**, an Initial Environmental Examination (IEE) is mentioned. **Has USAID carried out an IIE for this project/region? If so, will USAID please release the IEE?**

*A: The IEE is available for the public on the following website:*

*<http://senegal.usaid.gov/resilience>. The document is titled: “Sahel JPC REGIS ETC + IEE [881.5 KB PDF]”.*

- 31. Page 47, Clause G.4(2), AIDAR 752.7003 Documentation for Payment**, states that “The SF-1034 shall be supported with the attached spreadsheet indicating contractor’s expenditures broken down by countries and budget categories in accordance with the contract budget. The report shall be supported with the detailed cost breakdown of program expenses, including seminars, grants, roundtables, etc.” This clause is one of several throughout the RFP that require various levels of financial reporting, some of which seem to conflict with one another and may require extensive financial analysis and reporting.

**Question: Please clarify what financial reporting is required, Earmarks? Country? CLIN? Sub-line item? Elements? Program Expenses?**

*A: See answer to question 26*

- 32. SOL Section H.2, page 49:** The RFP states that “the authorized geographic code for procurement of goods and services under this award is 937.”



- (a) Given the importance of francophone skills within the REGIS-AG implementing team, and the extensive relevant experience of francophone organizations in the targeted countries, **would USAID change the geo code from 937 to 935 to allow their inclusions?**
- (b) Given the importance of francophone experts within the REGIS-AG implementing team, and the extensive relevant experience of francophone organizations in the targeted countries, **would USAID recommend that an organization that wishes to include a non-US and non-developing-country partner within its consortium request a waiver with its application?**

*A: The geographic code for this solicitation is 937.*

- 33. Page 52, Clause H.4. Non-Expendable Property Purchases and Information Technology Resources**, incorporates the approval for non-expendable property in the awarded contract.

***Question: Please confirm that the definition of Non-expendable Property will be established by the relevant cost principles of the awardee.***

*A: Please see FAR 52.245-1 for definition of Non-expendable property. The proposal addressing this must be in line with Section H.26 “Title to Property” which includes 48CFR 752.245-70 and 48CFR 752.245-71.*

- 34. Page 52, Clause H.11(c) and (f), Additional Requirements for Personnel Compensation**, subparagraph (c) states “Salaries and wages must be reflective of the “market value” for each position along with salary history. Salaries and wages may not exceed the contractor’s established policy and practice, including the contractor’s established pay scale for equivalent classifications of employees, which shall be certified to by the contractor. As well, no individual salary or wage may exceed the employee’s current salary or wage, or the highest rate of annual salary or wage received during any full year of the immediately preceding three (3) years without the approval of the Contracting Officer.” Subparagraph (f) states “the initial salary shall not exceed either the individual’s recent long-term salary by 5%”.

***Question: Market value and contractor policy complement each other in the establishment of a fair value for position requirements (compensation structure) and is the basis of the AIDAR 7521.7007 approach. Inserting the use of an individual’s salary history into the Offeror’s compensation structure and position assessment undermines the position valuation and creates unfair compensation for equal work. Please remove the conflicting requirement of individual salary consideration.***

*A: Market value determination (i.e.: FSN-equivalent grade 10), should be done for all proposed positions at the different skillset levels (i.e. years of experience, expertise, Senior, Junior) and in line with the contractor’s personnel policies prior to advertising. The determination shall be kept with the contractor’s personnel files at the Human Resources department and shall serve as the basis to support the salary range for the advertised positions. If an individual meets all of the requirements of the advertised position; is identified as the most qualified; but does not have long-term salary history which equates to the position they are selected for, then the advertised minimum salary for that position will apply.*

35. **Page 52, Clause H.11(d) and (e), Additional Requirements for Personnel Compensation**, subparagraph (d) states “The initial starting salaries of all....consultants or employees.... must be approved, in advance and in writing, by the Contracting Officer.” Subparagraph (e) states that positions listed as ““TBD” must be approved, in advance and in writing, by the Contracting Officer.”  
**Question:** *Please consider the prior approval of a salary structure based in market surveys for employee positions in each country that will facilitate the oversight of initial salaries while reducing unnecessary paperwork.*  
**A:** *Initial salaries for individuals being charged as “Direct Costs”, identified and reflecting in the final and negotiated proposal are considered to be approved upon award signing. Positions who do not reflect individuals and for which salary history is unable to be documented, cannot receive blanket prior approval.*
36. **Page 53, Clause H11(g), Additional Requirements for Personnel Compensation**, states that “For CCN staff, the ceiling is the maximum salary of the highest senior FSN position authorized under the U.S. Embassy Compensation Plan, which will be provided to the contractor on request after contract award.”  
**Question:** *Please provide the Local Compensation Plan, so that Offerors may consider cost limitations in preparing their cost proposal.*  
**A:** *Local Compensation Plans for Burkina Faso and Niger dated July 4, 2010 are incorporated to this RFP amendment 01.*
37. **Could USAID please provide the most recent FSN scales for Burkina Faso and Niger, so that we may not exceed proposing the maximum salary of the highest senior Foreign Service National.**  
**A:** *See answer to question 36 above.*
38. **On page 53, in section H.11(g) Salary Ceiling**, the RFP states, “For CCN staff, the ceiling is the maximum salary of the highest senior FSN position authorized under the U.S. Embassy Compensation Plan, which will be provided to the contractor on request after contract award.” **Could USAID confirm that the Local Compensation Plans effective July 4, 2010, for both Burkina Faso and Niger remain in force at the present time?**  
**A:** *See answer to question 36 above.*
39. **Section H.11, paragraph (g), page 53:** USAID states that “For CCN staff, the ceiling is the maximum salary of the highest senior FSN position authorized under the U.S. Embassy Compensation Plan, which will be provided to the contractor on request after contract award.” **Will the mission provide the compensation plan for the proposal phase, considering that the budgeted rates will be binding in the contract?**  
**A:** *See answer to question 36 above.*
40. **Section H.11, paragraph (g), pages 52-53**, references that for CCN staff the salary ceiling is the maximum salary of the highest senior FSN position authorized under the U.S. Embassy Compensation Plan and that it will be provided to the contractor on request after contract award. **Given that this will impact cost proposals, would USAID please provide the local compensation plan for Niger and Burkina Faso?**

**A:** See answer to question 36 above.

**41. Section H.11.(g), paragraph 1, Salary Ceiling, pages 52-53**

**Q:** *Can USAID please provide the US Embassy Compensation Plan for Niger and Burkina Faso?*

**A:** See answer to question 36 above.

**42. Section H.11, paragraph (h), page 53,** states that “Project Staff may be granted a one-time annual increase after their completion of twelve months of satisfactory service under the contract.” ***Would USAID please confirm that staff will be allowed annual increases upon completion of satisfactory performance every 12 months?***

**A:** Yes.

**43. Page 52, Clause H.11(l), Additional Requirements for Personnel Compensation,** states “Any six-day workweek proposed for STTAs requires prior written approval by the Contracting Officer.”

**Question:** *Please incorporate approval for a six day work week for ALL STTA as this clause does for international STTA.*

**A:** *A six-day work week is authorized for all STTAs, with no premium pay.*

**44. SOL Section H.12, page 54:**

**(a)** *Would USAID consider lifting the restrictions on unallowable costs for Third Country Nationals (TCNs) specified in this section?*

**A:** No

**(b)** Given the nature of the project, it may be that CCN hires from Niger will be fielded to Burkina (or vice versa). In these cases, ***would USAID consider lifting the restriction on payment of allowances to CCNs?***

**A:** No

**45. Section I.5, paragraph (a), page 66,** states that the Contractor agrees to submit a proposal, including data other than certified cost or pricing data and certified cost or pricing data in accordance with FAR 15.408, Table 15-2. ***Are offerors required to provide a Certificate of Current Cost or Pricing Data?***

**A:** Yes

**46. Section J.6., 1.2, page 93, last paragraph** mentions “a multi-use water systems approach “(see objective 3.2)”. If this is to the results framework diagram on ***page 73, Objective 3, IR 2, does not seem to have any sub IRs that relate to multi-use water systems. Could USAID please clarify this reference?***

**A:** *The reference on page 93 should be to Objective 3, IR 1.3.2.1. rather than “see objective 3.2) that is currently stated.*

**47. In attachment J.2, page 74,** poultry is mentioned in the REGIS roles and responsibilities, yet it is not included as a sub-sector under IR 2.2 on page 16. ***How does poultry fit into the results framework?***

*A: The focus value chains of this contract are cowpea, small ruminants, and poultry (see page 15). Also see answer to quest 9 above.*

- 48. Section Attachment J.5, paragraph 5, pages 88-89 Q: For Result 2.2.5, “Improve the enabling environment for local and regional private sector investment”, are we correct that all six indicators listed are illustrative custom indicators?**

*A: Yes, these are illustrative custom indicators.*

- 49. Page 106, J Attachments, Attachment J.11, contains the Standard Form template for Disclosure of Lobbying Activities.**

***Question: Please clarify whether the Offeror is to complete and include this form as part of the Cost Proposal.***

*A: A completed J.11 must be submitted as an annex.*

- 50. Section Attachment J.13, pages 110-117**

***Q: Attachment J.13 provides USAID’s Small Business Subcontracting Plan Template. However, Section L makes no reference to a small business subcontracting plan. Are we correct that offerors are required to submit a Small Business Subcontracting Plan as part of the proposal?***

*A: A small business subcontracting plan is required if small business utilization is anticipated.*

- 51. Page 119, Clause K.3 – Annual Representations and Certifications indicates the insertion of the NAICS code for the solicitation.**

***Question: Please identify the NAICS code for this solicitation.***

*A: North American Industry Classification System (NAICS) Code is: 541990*

- 52. Section L.3. General Instructions, paragraph 6, page 126: The RFP states that proposal annexes should include resumes of key personnel, long-term personnel, and short-term personnel. To limit the number of pages in the annexes, *would it be acceptable to include paragraph bio descriptions of proposed short-term personnel, rather than full resumes for short-term personnel?***

*A: Annexes pages do not count against the total page limit. Resumes are required to be submitted for all key personnel, long-term and short-term personnel.*

- 53. Page 126, in section L.3. Length and Format, the RFP references resumes of proposed short-term personnel as Annex B. *Would USAID confirm that the Offeror may include resumes for short-term personnel specifically cited in the proposal, but that for illustrative short-term personnel not explicitly proposed, an experience and capabilities matrix may be provided?***

*A: Yes. Also, see answer to question 52 above.*



54. **Section L.3, paragraph 6, page 126:** Section L limits the Annexes to the following: (A) Resumes of Key Personnel; (B) Resumes of proposed long and short-term personnel; (C) Signed LOCs from key personnel; and (D) Branding and Marking Plan. However, SOL Section L.6(b)(1) Management Plan, paragraph 3, page 134, states that "an organizational chart shall be provided in an annex to the Technical Proposal," and in paragraph 5 states that "the proposal must include Letters of Commitment (in the annex) from all such proposed partners/sub-Offerors." ***Please confirm the orders and limitations to the technical annexes, as well as the orders and limitations to the cost annexes.***

*A: There are no page limitations to the annexes. The following annexes are added to L.3.(e):*

- E. Organizational Chart*
- F. Key Personnel position description*
- G. Sub-partner Letters of Commitment*
- H. Maps of Project sites*
- I. Relevant assessments*
- J. Certification of exceptional capacity*
- K. SF 294 Subcontracting Report for Individual Contracts*

55. **On page 127, in section L.3. General Instructions to Offerors,** the RFP states that only electronic submissions of proposals will be accepted for receipt under this solicitation. In addition to the official electronic submission, ***would USAID accept a courtesy hard copy of an offeror's proposal after the due date for submission for its reference?***

*A: As stated in the solicitation, only electronic submission of proposals will be accepted.*

56. **Page 126, Clause L.3, General Instructions to Offerors,** states that "Offerors may also send an Adobe Acrobat portable document format (.pdf) electronic submission" while the cover letter states "an electronic copy of the technical proposal in Microsoft Word and cost proposal in Microsoft Excel" must be submitted by the Offeror.

***Question: Please confirm that, in place of the Word format, the Offeror may submit all pieces of the proposal in Adobe Acrobat portable document format (.pdf), with the exception of the Excel budget.***

*A: Yes, See answer to question 3.*

57. **Page 126, Clause L.3(e), Length and format, Table of Contents;** In the current format, it is not entirely clear how the evaluation committee will be able to establish and measure the page count when some pages count and others do not all within the main body of the technical proposal.

***Question: Please consider moving all sections and attachments that are not counted in the 65 page limitation to the annex.***

*A: As indicated in section L6, page 129, "Table of Contents" The 65 page limitation includes:*

- 55 pages covering: (c) Technical Implementation and (f) Past performance*
- 10 pages covering: (d) Management and Staffing Plan*

58. **Page 126, Clause L.3(e), Length and format, Table of Contents,** lists the Annexes A – D which are excluded from the 65 pages allowed for the Technical Proposal. Several annexes referenced in later sections of Section L are not listed.

**Question:** Please confirm that additional annexes required by the solicitation will be excluded from the 65 pages allowed for the Technical Proposal. These include:

(a) Local Capacity Building Plan (L.6(a)(5));

(b) Gantt Chart of Activities (L.6(a)(6));

A: Are included in the 65 pages Technical Implementation (see L6, page 129 and see answer to question 57)

(c) Draft M&E Plan (L.6(a)(8));

A: Are included in the 65 pages Technical Implementation (see L6, page 129)

(d) Subcontractor Letters of Commitment (L.6(b))

(e) Project organogram (L.6(b)(1))

A: See answer to question# 54

(f) Estimated level of effort table (L.6(b)(1));

A: Included in the 65 pages Technical Implementation (see L6, page 129 and see answer to question 57)

(g) Four one-page key personnel position descriptions (L.6(c));

A: See answer to question# 54

(h) Three past performance information sheets (L.6(d));

A: See answer to question 57)

(i) Maps of project sites (L.6(e)).

A: See answer to question# 54

59. **Page 126, Clause L.3(e), Length and format,** states that the technical proposal is limited to 65 pages.

**Question:** Please confirm that certain pages may be excluded from the 65-page limitation, including such standard exceptions to page limitations as transmittal letter, acronym list, table of contents and annex dividers.

A: Yes.

60. **Section L.3, paragraph 6, page 126:** “Technical proposals must be strictly limited to no more than 65 pages in length, (Times New Roman point 12 font size, single-sided pages, with one inch margins), excluding annexes which are limited to the following: Annex: A. Resumes of Key Personnel with three references (full contact information to be provided: name, position, relationship, e-mail address, telephone number); B. Resumes of proposed long and short-term personnel; C. Signed letters of commitment from key personnel; D. Branding and Marking Plan (not to exceed 2 pages)”

**Section L.6.b.1, paragraph 3, page 134** - “An organizational chart shall be provided in an annex to the Technical Proposal.”

**Q:** Are we correct that the organizational chart may be included in an annex that does not count towards the page limit?

A: Yes, and see answer to question 54 above.

61. **Section L.3, paragraph 7, page 126** - “Technical proposals must not make reference to cost data in order that the technical evaluation may be made strictly on the basis of technical merit.”

**Section L.6.b.3, paragraph 5, page 135** - “The draft staffing plan must include... the proposed compensation of the different positions.”

***Q: Would USAID consider removing the requirement to include proposed compensation for different positions in the Staffing Plan because doing so would include cost data in the technical proposal?***

***A: The Staffing Plan of the technical proposal must only indicate the grade level for the position (i.e. Senior, junior). No salary rates should be mention in the technical proposal.***

- 62. Section L.3, paragraph 5, page 126** - “Technical proposals must be strictly limited to no more than 65 pages in length, (Times New Roman point 12 font size, single-sided pages, with one inch margins), excluding annexes which are limited to the following: Annex: A. Resumes of Key Personnel with three references (full contact information to be provided: name, position, relationship, e-mail address, telephone number); B. Resumes of proposed long and short-term personnel; C. Signed letters of commitment from key personnel; D. Branding and Marking Plan (not to exceed 2 pages)”

**Section L.6.b.1, paragraph 6, page 134** - “The proposal must include Letters of Commitment (in the annex) from all such proposed partners/sub-Offerors.”

***Q: Are we correct that partners/sub-Offerors’ Letters of Commitment may be included in an annex that does not count towards the page limit?***

***A: Yes, and see answer to question 54 above.***

- 63. Section L.3, paragraph 6, page 126** - “Technical proposals must be strictly limited to no more than 65 pages in length, (Times New Roman point 12 font size, single-sided pages, with one inch margins), excluding annexes which are limited to the following: Annex: A. Resumes of Key Personnel with three references (full contact information to be provided: name, position, relationship, e-mail address, telephone number); B. Resumes of proposed long and short-term personnel; C. Signed letters of commitment from key personnel; D. Branding and Marking Plan (not to exceed 2 pages)”

**Section L.6.e, paragraph 1, page 138** - “Maps of the project sites, relevant proposed key personnel letters of intent, relevant assessments, resumes, and biographical data sheets must be included and will not count towards the page limit.”

***Q: Are we correct that maps of project sites may be included in an annex that does not count towards the page limit?***

***A: Yes, and see answer to question 54 above.***

***Q: Are we correct that relevant assessments may be included in an annex that does not count towards the page limit?***

***A: Yes, and see answer to question 54 above.***

- 64. Section L.3, paragraph 16, page 127** - “All proposals in response to this RFP shall be due at the above email address, not later than the date and time, as indicated on the cover page of this RFP.”

***Q: Given the limited number of existing USAID programs in Niger and Burkina Faso and the poor communications infrastructure in the two countries, would USAID consider granting a two week extension for the submission of REGIS-AG proposals?***

***A: No. Please refer to the cover page for the submission due date and time.***

65. **Section L.3. General Instructions, paragraph 6, page 126:** The RFP states that annexes should be limited to: (A) Resumes of Key Personnel; (B) Resumes of Proposed Long- and Short-Term Personnel; (C) Signed Letters of Commitment from Key Personnel; and (D) Branding and Marking Plan. We seek clarification of the list of annexes. Specifically:
- a. **Section L.6., paragraph 5, page 129** itemizes the specific components of the technical proposal, including (e) Key Personnel, and (f) Past Performance. These two sections (Key Personnel and Past Performance) are not accounted for in the total 65-page allocation for (c) Technical Implementation (55 pages) and (d) Management and Staffing Plan (10 pages). As Key Personnel is already accounted for as an annex (Resumes and LOCs for Key Personnel) and as Key Personnel will also be addressed as part of Management and Staffing, and as Past Performance will be a lengthy document in itself, given its specific requirements, could the Key Personnel (e) and Past Performance (f) sections introduced on page 129 be addressed within the annexes and not as part of the 65-page technical narrative?

**Section L.6(b)(1), paragraph 3, page 134 states:** *“An organizational chart shall be provided in an annex.”* **Q:** *Please confirm that the organizational chart should be included as an annex.*

**A:** *Yes, and see answer to question 54 above.*

**Section L.6(b)(1), paragraph 5, page 134 states:** “The proposal must include Letters of Commitment (in the annex) from all such proposed partners/sub-offerors.” **Q:** *Please confirm that institutional letters of commitment from partner organizations should be included as an annex.*

**A:** *Yes, and see answer to question 54 above.*

**Section L.6(e) Annexes, paragraph 1, page 138** states that annexes must include “maps ... and biographical data sheets.” **Q:** *Please confirm that maps are not required but may be included as an annex, and please confirm biographical data sheets should not be included in the technical proposal.*

**A:** *Yes, and see answer to question 54 above.*

66. **Section L.6, paragraph 2, page 128 -**

**Q:** *Are we correct that offerors may include a table of contents and list of acronyms that do not count against the 65 page limit for the Technical Proposal?*

**A:** *Yes*

67. **Section L.6, paragraph 2, page 128 -** “annexes will be used to judge the Offeror’s past experience”.

**Q:** *Are we correct that within the Table of Contents listed on page 129, f) Past Performance -relevant to this Contract may be placed in an annex that does not count against the 55 page limit for the Technical Implementation Strategy nor the 65 page limit for the Technical Proposal?*

**A:** *Past performance is included in both the 55 and 65 page limits for the Technical Proposal. Please see answer to question 57 above for further clarification.*



**68. Section L.6, paragraph 4, page 129 -**

*Q: Are we correct that within the Table of Contents, e) Key Personnel may be placed in an annex that does not count against the 65 page limit for the Technical Proposal?*

*A: Yes, and see answer to question 54 above.*

**69. Section L.6, paragraph 4, page 129:** The outline for the technical proposal reads, “c) Technical Implementation (limited to 55 pages includes items (c) and (f) below).” *Can USAID please clarify whether the reference is instead to items (e) and (f)?*

*A: Please see answer to question 57 above.*

**70. Section L.6, paragraph 4, page 129:** Under Table of Contents, item (f) requires Past Performance information from the Prime Contractor and partner organizations. *Please clarify whether only major subcontractors (those allocated 20% of the total budget) are required to submit past performance information.*

*A: Proposed subcontractors with relevant past performance relating to similar scope, size or activity should be submitted.*

**71. Section L.6, paragraph 4, page 129 -** “4. Strategy for Developing an Inclusive and Competitive Target Value Chains” Ref: SOL Section L.6.a.4, paragraph 1, page 131 - “Strategy for Increasing the Competitiveness and Inclusiveness of the Selected Value Chain in the Target Area” *Q: Are we correct that the title for the fourth subsection of Technical Implementation should be “Strategy for Increasing the Competitiveness and Inclusiveness of the Selected Value Chains in the Target Area”?*

*A: The title for the fourth subsection of Technical Implementation should read: “Strategy for Developing Inclusive and Competitive Targeted Value Chains.”*

**72. Section L.6(b)(3) Staffing Plan, paragraph 5, page 135** states that the draft staffing plan should include “the proposed compensation of the different positions.” *Please confirm that matters related to personnel compensation or other such cost matters should be addressed in the cost proposal and not the technical proposal.*

*A: Yes*

**73. Section L.6(d) Past Performance, paragraph 11, page 138:** The RFP states that offerors should “provide a copy of the most recent SF 294 ... for each contract against which you were required to report for the past five years.” *Will USAID consider allowing offerors to submit 10 to 15 SF 294s that are indicative of our work, to limit the size of the electronic files? Five years’ worth of SF 294s would be a volume in itself.*

*A: Yes, also see answer to question 54 above.*

**74. May the budget narrative be submitted as part of the overall PDF version of the business proposal, or should we send the budget narrative as a Microsoft Word document as well?**

*A: See answer to question 3 above.*

**75. Page 129, in section L.6 Instructions for Preparation of the Technical Proposal,** the Table of Contents section provides page limits for some of the sections, but it is not clear if

other sections are included in those limits or outside them. ***Could USAID please clarify the page limits for each lettered section: a, b, c, d, e, and f?***

*A: Page 129 - Table of Contents :*

- (a) Cover page - No page limit*
- (b) Executive Summary – limited to 2 pages*
- (c) Technical Implementation (M&E portion is limited to 10 pages), and (f) Past Performance cumulative = limited to 55 pages for both (c and f).*
- (d) Management Staffing Plan – limited to 10 pages*
- (e) Key Personnel – no page limit*
- (f) Covered under (c) above.*
- (g) Annexes – no page limit*

*Also please see answer to question 57 above for further clarification.*

- 76. On page 136, in section L.6(c) Key Personnel,** the RFP states, “For each key personnel, the position description must not exceed one page. Each position description shall include, at a minimum, the proposed position title, relationship to other key personnel, education and years of experience required and their relationship with the Offeror’s headquarters. The Offeror’s proposed position descriptions shall reflect a clear understanding of technical and management skills necessary to achieve the results.” However, Sections F and L of the RFP provide clear guidance on USAID’s preference for the title, education, years of experience, desired qualifications, experience, and technical and management skills that it believes are necessary to achieve the results. ***Would USAID please clarify what information, beyond that already provided by the RFP, it wishes to see for each position description? Also, are these one-page (maximum) position descriptions to be included as part of the Key Personnel section or in an annex?***

*A: Any relevant information to allow the Technical Evaluation Committee to assess the proposed Key personnels’ qualifications for the respective position. Please also see answer to question 54 above.*

- 77. On page 137, in section L.6(d) Past Performance,** the RFP states that “The Offeror shall provide an information sheet for all contracts, orders or other programs that are similar in scope, magnitude and complexity to the requirements of Section C.” ***Would USAID be able to provide more details on the information sheet requested? Is this one information sheet that would list all relevant contracts, or would it be one sheet per contract (e.g., PPR short form)? Similarly, would USAID accept all similar programs in the past 5 years, rather than the full listing of similar programs? Can USAID please confirm that this information sheet should be included as an annex to the technical volume?***

*A: One information sheet per contractor is not required. The offeror shall provide relevant past information on similar programs to successfully respond to Section M of the RFP. Please also see answer to question 57 above for page limitation requirements.*

- 78. On page 137, in section L.6(d) Past Performance,** the RFP requests a summary of the Offeror’s three most relevant contracts, orders, and programs. ***Could USAID please confirm that in addition to this summary, the Offeror can include the PPR short forms for these three contracts in annex? In addition, would USAID consider PPR short forms for three of the most relevant contracts of major subcontractors to be included in annex?***

*A: See answer to question 57 above and RFP page 137 L6.(d) (a).*

**79. On page 126, in section L.3 General Instructions to Offerors,** the RFP states that annexes are limited to a) resumes for key personnel, b) resumes for proposed long and short-term personnel, c) letters of commitment, and d) the branding and marking plan. However, elsewhere in RFP, USAID refers to other types of information and documents that are either explicitly excluded from the page limit or for which it is unclear whether the requested information should be annexed or would count against the page limit. ***Would USAID please clarify what annexes are allowed and clarify whether and where the following requested items should be presented in Offerors' proposals:***

- **On page 133, in section L.6(a)(8),** the RFP states that “the offeror must submit a draft, simplified PMP in their proposal.” Given USAID’s request for narratives for each indicator, including data collection methodology, data reliability and timeliness, and indicator validity, plus annual and life of project targets, this document may take several pages. ***Please confirm that USAID would like this information presented in an annex.***

*A: See answers to questions 57 and 58 above.*

- **On page 134, in section L.6(b) Management and Staffing Plan,** the RFP notes that “an organizational chart shall be provided in an annex to the Technical Proposal.” This section also requires that Letters of Commitment with all proposed sub-partners/offerors be included in an annex. ***As the organizational chart and letters of commitment are not currently included in the list of authorized annexes, please confirm that the list of authorized annexes will be expanded to include this information.***

*A: See answer to question 54 above.*

- **On page 138, in section L.6(d)(c) Past Performance,** the RFP requests that Offerors describe any quality awards or certifications and notes that this is “not included in the page limitation.” ***Please confirm that the list of authorized annexes will be expanded to include this information.***

*A: See answer to question 54 above*

- **On page 138, in section L.6(d)(d)(3)(B) Past Performance,** the RFP asks all Offerors who are not small businesses to provide a copy of the most recent SF 294 forms for each contract against which we were required to report for the past 5 years. ***Given USAID’s request for electronic submission and that our SF 294 report submissions for the past five years total more than 500 pages and consist of more than 10 electronic files of at least 5 MB each, we respectfully request the option of selecting 10 relevant SF 294 forms for USAID’s review.***

*A: See answers to questions 54 and 73 above.*

- **On page 138, in section L.6(e) Annexes,** the RFP refers to several types of information including “maps of project sites... [and] relevant assessments” that must be included and will not count toward the page limit. ***As this information is not currently included in the list of authorized annexes, would USAID please confirm that the list of authorized annexes will be expanded to include this information?***

*A: See answers to questions 54 above.*

80. **On page 138, in section L.6(e) Annexes**, the RFP refers to the inclusion of biographical data sheets. Biographical data sheets include cost data. Please confirm that biographical data sheets should be presented only in the cost proposal volume.

*A: Yes, see answer to question 61 above.*

81. **On page 134, in section L.6(b) Management and Staffing Plan**, the RFP notes that “an organizational chart shall be provided in an annex to the Technical Proposal.” **On page 133**, there is a reference to “an organogram that clearly shows a streamlined and effective management structure of the project.”

- *Do these two passages refer to the same chart or two different charts?*
- *If they refer to two different charts, may both of them be annexed?*
- *May other graphics, in addition to the organizational chart and the maps of project sites referred to in L.6(e) (p. 138), be annexed as well?*

*A: See answer to question 54 above.*

- *May an exception to the standard paper size be made for complex graphics that would be easier to read on larger sized paper?*

*A: Refer to RFP Page 128, L.6. We can only accept documents to be printed on 8 1/2" X 11 paper.*

82. **On page 129, in section L.6.**, USAID defines the **table of contents for proposals**. Under (c) Technical Implementation, #2, USAID asks for a causal model and logical framework. **On page 131 of the same section**, USAID provides further guidance on #2, but only provides guidance as it pertains to a causal model. ***Would USAID kindly clarify whether it is seeking only a causal model, both a causal model and a logical framework, or may the offeror select either a causal model or logical framework?***

*A: USAID is seeking for a causal model and logical framework.*

83. **On page 132, in section L.6.(a)(8) Monitoring and Evaluation Plan (M&E)**, USAID offers instructions on the preparation of the M&E plan. In the final full paragraph on that page, USAID writes, “The Offeror should present a Monitoring and Evaluation Plan that clearly incorporates an appropriate set of and/or benchmarks that will allow USAID and the Offeror to measure performance (indicators should link clearly to the causal model/logic framework described above).” ***Would USAID kindly clarify whether there is a word missing after, “an appropriate set of...”?***

*A: The sentence was corrected and should read: “The Offeror should present a Monitoring and Evaluation Plan that clearly incorporates an appropriate set of indicators and/or benchmarks that will allow USAID and the Offeror to measure performance (indicators should link clearly to the causal model/logic framework described above).”*

84. **On page 135, in section L.6(b) Management and Staffing Plan**, the RFP states that “Offerors shall therefore strive to hire local staff, excluding active service employees of the host countries.” ***Would USAID please confirm that active service employees are defined as permanent, long-term employees of the host-country government?***

*A: Yes.*



- 85. On page 137, in section L.6.c (3) Finance and Operations Manager**, the RFP mentions “substantial grant and loan guarantee programs.” In addition, **on page 81, in attachment J.4. Program Components**, illustrative grant activities are cited. The RFP, however, does not include a clause providing GUC authority or a grants plug figure. ***Would USAID consider providing the GUC authority in an amendment to the RFP or confirm that the authority will be included in any resulting contract at award?***

*A: See answers to questions 14 and 25 above.*

- 86. Section L.6(b), paragraph (3), Staffing Plan, page 135:** “The draft staffing plan must include a description of the key roles and responsibilities, the minimum qualifications and experience required for each proposed position and as well as the proposed compensation of the different positions.” ***Would USAID consider removing the clause “as well as the proposed compensation of the different positions”?***

*A: See answer to question 61 above.*

- 87. Section L.6(d), page 137:** The RFP states that “The Offeror shall provide an information sheet for all contracts, orders or other programs that are similar in scope, magnitude and complexity to the requirements of Section C,” and also that “The Offeror’s three (03) most relevant contracts, orders and programs shall be summarized.” ***Could USAID clarify whether the Offeror must submit a summary information sheet for ALL contracts similar in scope in addition to a summary of the three most relevant contracts?***

*A: Yes. Also see answer to question 77 above.*

- 88. Section L.6, paragraph (e), page 138**, states that maps for project sites, relevant assessments and biographical data sheets must be included in the annexes and do not count against the page limit. These items are not included in the list of Annexes on page 126, Section L.3. ***Would USAID consider amending the list of Annexes on page 126 to include these items? Please also confirm that biographical data sheets for personnel are to be included in the cost proposal, not the technical annexes.***

*A: See answer to question 54 above.*

- 89. Section L.6(b) Management and Staffing Plan, Subsection (1) Management**, the third full paragraph includes a requirement for Letters of Commitment in the technical annex. ***Would USAID consider amending the list of Annexes on page 126 to include these letters of commitment and letters of support from partners?***

*A: See answer to question 54 above.*

- 90. Section L.6(d)** requires a list of all contracts, orders or other programs that are similar in size, scope, magnitude and complexity to the requirements in Section C, including a summary of the 3 most relevant contracts, orders and programs. ***Please confirm that Contractors should provide a list of contracts/orders/programs for the past five years. Please confirm that this requirement is the same for each Contractor and proposed subcontractor.***

*A: See answer to question 77 above.*

91. **Page 129, Clause L.6, Technical Proposal Table of Contents**, it is unclear which sections are included in the 55 pages for the Technical Implementation section. Considering the technical scope and complexity of the Statement of Objectives for this solicitation, *the Offeror respectfully requests that several sections which appear to be included in the 65 page limitation be allowed as annexes outside of the page limitation.*

*A: See answers to questions 57 and 75 provided above, as well as page 129 of the RFP.*

**Question: Please allow the Local Capacity Building Plan (L.6(a)(5)); Gantt Chart of Activities (L.6(a)(6)); and draft M&E Plan (L.6(a)(8)) to be included as Annexes. Also please identify the number of pages allowed for section e) Key Personnel.**

*A: See answers to questions 54 and 75 provided above.*

92. **Page 129**, USAID states the Technical Implementation section is limited to 55 pages including items (c) and (f) of the list provided. Item (c) is the Technical Implementation section. **Would USAID please clarify this?**

*A: See answers to questions 57 and 75 provided above.*

93. **Section L.6, paragraph 4, page 129** - “f) Past Performance -relevant to this Contract (Prime Contractor and partner organizations)”

**Section L.6.d, paragraph 1, page 137** - “The Offeror’s three (03) most relevant contracts, orders and programs shall be summarized.”

**Q: Are offerors permitted to include summaries of three relevant contracts for the Prime, plus summaries of up to three relevant contracts for each major subcontractor?**

*A: See answers to questions 70 and 77 provided above.*

94. **Section L.6.b.1, paragraph 7, page 134** - “While USAID encourages strategic partnerships, it discourages overly burdensome and complicated sub-contractual relationships. It is anticipated that a number of strategic partnerships and alliances will be accessed under the Innovation and Investment Fund.”

**Q: This is the only mention of an Innovation and Investment Fund in the entire RFP.**

**Could USAID provide additional information and clarification on the nature of the Fund?**

*A: See answer to question 14 above.*

95. **Section L.6.b.2, paragraph 3, page 135** - “In the event that the Offeror proposes Third Country Nationals in long term positions, there shall be strong justification that includes a clear strategy for building host country capacity to take over the TCN position before the end of the project, and a schedule for replacing the TCN with a local citizen.”

**Section L.6.c, paragraph 4, page 136** - “In the event that the contractor proposes Third Country Nationals (TCNs) in long-term positions, there shall be strong justification that includes a clear strategy for building host country capacity to take over the TCN position before the end of the project, and a schedule for replacing the TCN with a host country citizen.”

***Q: Are we correct that for the REGIS-AG contract host country national means Nigerien or Burkinabe (regardless of what project office they work in) and TCN means non-Nigerien/Burkinabe?***

***A: Local-hire refers to an individual from that country (i.e. Burkinabe for Burkina Faso and Nigerien for Niger); Sahelians refer to the region. In the context of Sahelian, individuals from Mali, Chad and other West African countries are considered as CCN or the equivalent to a Local-hire TCN. The text refers to externally hired TCNs outside of the Sahelian region.***

**96. Section L.6.c, paragraph 2, page 136 -** “For each key personnel proposed, the position description must not exceed one page.”

***Q: Are we correct that the position descriptions may be included in the annex with the key personnel resumes?***

***A: See answers to questions 52, 54, 58 and 76 above.***

**97. Page 137, Clause L.6(d), Past Performance,** states “The Offeror shall provide an information sheet for all contracts, orders or other programs that are similar in scope, magnitude and complexity to the requirements of Section C. The Offeror’s three (03) most relevant contracts, orders and programs shall be summarized.

***Question: Please clarify whether more than three information sheets should be provided as an annex, or if only 3 information sheets for the most relevant contracts shall be provided.***

***A: See answers to questions 58 and 77 above.***

**98. Page 137, Clause L.6(d), Past Performance,** states “The Offeror shall provide an information sheet for all contracts .....

***Question: Please clarify whether subcontractors are required to submit past performance information sheets in addition to the number required for the Prime Contractor.***

***A: See answers to questions 58 and 77 above.***

**99. Page 135 of the RFP, USAID** refers to “south-south exchange” in reference to short term technical assistance. ***Can you please define this reference?***

***A: South-South refers to “within the region”.***

**100. Page 136, USAID** asks for position descriptions indicating they should not exceed one page in length for all key personnel. ***Do these descriptions count against the technical implementation section page limit?***

***A: See answers to questions 52, 54, and 58 above.***

**101. Section L.6.d.d.3.B, paragraph 1, page 138 -** “To supplement the narrative summary in (A), provide with your summary a copy of the most recent SF 294 —Subcontracting Report for Individual Contracts" for each contract against which you were required to report for the past 5 years.”

***Q: Our SF 294 report submissions for the past five years constitute more than 800 pages and 30 MB, and would require seven separate e-mails to submit given the 5 MB limit per e-mail. May we instead submit 10 of the most recent and relevant SF 294 reports?***

*A: See answers to questions 54 and 73 above.*

102. **Section L.6.d.d.3, page 138** - “In order for USAID to fully and fairly evaluate performance in this area, all Offerors who are not small business concerns must do the following...”

***Q: Are we correct that all information regarding use of small business concerns (i.e., narrative summary of use of small business concerns, SF 294s, and names and addresses of three SB references) may be included in an annex that does not count against the page limitation?***

*A: See answers to questions 54 and 73 above.*

103. **Section L.6.e, paragraph 1, page 138** - “Maps of the project sites, relevant proposed key personnel letters of intent, relevant assessments, resumes, and biographical data sheets must be included and will not count towards the page limit.”

***Q: Could USAID provide additional information describing what “maps” offerors are required to include?***

*A: See answer to question 54 above.*

104. **Section L.6.e, paragraph 1, page 138** - “Maps of the project sites, relevant proposed key personnel letters of intent, relevant assessments, resumes, and biographical data sheets must be included and will not count towards the page limit.”

***Q: Could USAID provide additional information describing what “relevant assessments” offerors are required to include?***

*A: See answer to question 54 above.*

105. **Section L.6.e, paragraph 1, page 138** - “Maps of the project sites, relevant proposed key personnel letters of intent, relevant assessments, resumes, and biographical data sheets must be included and will not count towards the page limit.”

***Q: Are we correct that biographical data sheets should not be included in the technical proposal because they contain cost data?***

*A: Yes, please see answer to question 61 above.*

***Q: If biographical data sheets are required to be included in the technical proposal, are we correct that biographical data sheets may be included in an annex that does not count towards the page limit?***

*A: There are no page limits for the Cost proposal. Biographical Data Sheets must be included in the cost proposal.*

106. **Section L.7, paragraph (b) 2, pages 139-140, states**, “for major subcontracts, ancillary budgets should be provided...” Would USAID please clarify its definition of major subcontracts?

***A: As per FAR 3.1001, “Subcontractor” means any supplier, distributor, vendor, or firm that furnished supplies or services to or for a prime contractor or another subcontractor. Any proposed subcontractors which represents 20% or more of the total budget are considered as a major subcontractor.***



107. **Section L.7, paragraph (b) 4, page 141**, states that no unburdened base daily rate may exceed the current maximum daily rate for Agencies without a Certified SES Performance Appraisal System (AWCPAS) and that the total number in a year may not exceed the annual salary of the AWCPAS of \$165,300. This amount does not incorporate the new Contractor Salary Threshold (CST) of \$166,100, which went into effect after March 27, 2013. ***Will the solicitation be updated to include the new CST of \$166,100?***

*A: As per Executive Order 13635 the maximum daily rate for Agencies without a Certified Performance Appraisal System (AWCPAS) has been revised from \$165,300 to \$166,100. As such, the RFP is updated to reflect the new maximum allowable amount.*

108. **Section L.7, introductory paragraph, page 138**, states that each part of the Cost Proposal must be separated by a tab or color divider page. ***Would USAID please provide guidance on their preferred method of including these section dividers, given that Offerors will be submitting electronic, rather than hard copy, versions of the Cost Proposal?***

*A: At the bottom of Excel sheets an offeror can select colors for tabs. Once printed, this will facilitate the review process.*

109. **Section L.7, Part 2.3 Equipment and Supplies, paragraph 17, page 140**: It is indicated that an analysis must be included as to whether it is more advantageous to purchase than lease. ***Could USAID please confirm that this purchase-vs.-lease analysis is required for only high-dollar value items, such as vehicles, rather than all equipment and supplies.***

*A: The offeror's analysis shall include high-dollar value items: (i.e. motorcycles, generators, vehicles, and office equipment). Note that this is not an exhaustive list.*

110. **Section L.7, paragraph (g), page 143**: The RFP uses the term "Major Sub-offerors." ***Could USAID provide the definition for a "major" sub-offeror/sub-contractor?***

*A: See answer to question 104 above.*

111. **Section L.7, paragraph (j), page 143**: ***Does USAID have a template format for the consolidated budget that it would prefer offerors to use?***

*A: The Prime and sub-offeror budgets should mirror L7.(b) 2.*

112. **Section L.7, Part 10 under Consolidated Budget, paragraph 38, page 143**: The RFP states that the offeror must provide a separate budget for each sub-offeror, which details all proposed costs by summary cost categories using the budget line item headings in L.7(b)2. The instruction then continues, "This consolidation should detail all sub-offeror costs in the appropriate cost line item. This budget should not have the sub-offeror line item. The budget should still indicate who the service provider will be – Prime, Sub-offeror A or Sub-offeror B." ***Would it be acceptable to submit the Prime detailed budget with Sub-offeror line items referenced to that Sub-offeror's detailed budget, which will also be submitted?***

*A: Yes*

113. **Page 139, Clause L.7(b)2., Instructions for the Preparation of the Cost Proposal, Budget Line Item Headings**, states "Subcontract Costs (for major subcontracts.....)".

***Question: Please confirm the definition of a major subcontract is an organization that anticipates receiving a minimum 20% of the award from the prime.***

*A: see answer to question 104 above.*

- 114. On page 139 of the RFP, USAID requests a detailed budget for each CLIN per the price schedule on page 7. Please reconfirm that USAID is expecting separate CLIN budgets for indirect costs (CLIN2) and fee (CLIN 3), even though each of these budgets would contain only 1-3 line items.**

*A: Offerors must submit an itemized budget (see RFP section B.4, a cumulative budget and detail budgets for proposed sub-contractors. See answers to questions 109 and 110 above.*

- 115. Page 141, L.7(5) Instructions for the Preparation of the Cost Proposal, Supporting Documents, requires Employee Biographical Data Sheets be submitted for each position with identified personnel.**

***Question: We request authorization to provide 1420s only for named proposed key staff since Clause H.10 enables reliance on the contractor's personnel policy and within regulatory limitations for establishing staff salary in accordance with AIDAR 752-7007 for personnel compensation.***

*A: See answer to question 34 above.*

- 116. Page 143, Clause L.7(j) Part 10 – Consolidated Budgets, states “This consolidation should detail all Subofferor costs in the appropriate cost line item. This budget should not have the Subofferor line item. The budget should still indicate who the service provider will be – Prime, Subofferor A or Subofferor.”**

***Question: Please clarify whether USAID is expecting the Subofferor costs to be co-mingled with the Offerors costs in the detailed budget – for instance – Prime labor with Sub labor, prime fringe benefits with Sub fringe benefits, etc. Or if this clause is requiring the consolidated summary cost sheet to list Prime and Sub labor in a single line called Labor; Prime and Sub travel costs in a single line called Travel and Allowances?***

*A: See answers to questions 109, 110 and 112 above.*

- 117. USAID makes a clear preference throughout the proposal for CCN's over TCN's, also defining the allowable and unallowable costs. It is our experience that there is an additional distinction in West Africa for Regional TCN's—individuals from the region. Does USAID make that same distinction in this case? Past USAID programs have set precedents for employing TCNs with employment packages that include certain allowances. Can USAID provide further guidance on acceptable allowance structures for regional TCNs under this program?**

*A: See answers to questions 21, 36 and 44 above.*

- 118. What is USAID's definition of a “major subcontractor” for purposes of this procurement?**

*A: See answer to question 104 above.*

- 119. USAID suggests that applicants should include CV's for all long and short term staff. Would this include illustrative STTA or is this defined by named STTA contributing a certain percentage of LOE?**

*A: See answers to questions 19, 35 and 52 above.*

**120.** The RFP is prescriptive in terms of the location of the **Key Personnel**. **Would USAID consider staffing arrangements in terms of the location of Key Personnel?**

*A: See response to question 22 above.*

**121.** **Does USAID seek linkages amongst the cross-cutting issues of water (increased access to water (productive use) and climate change, perhaps by incorporating in the project design efforts to increase adoption of water-saving technologies, such as drip irrigation, that can produce more “crop per drop” in a water scare area?**

*A: USAID seeks linkages between the cross-cutting issues of water. Indeed, drip irrigation is an example of such a linkage.*

**122.** The RFP is explicit in that REGIS-AG will focus on the priority value chains of cowpeas, poultry, and small ruminants. **Does USAID envision that other value chains with sustainable development impact can be developed over the life of the project?**

*A: See responses to questions 08, 09, 10, 12 and 71 above.*

**123.** ***ADD to Section L.6(a)(3) - Collaboration and Coordination Plan, “The offeror shall describe how they will handle relationships with the respective REGIS-ER and Sahel Resilience Learning (SAREL) programs in each office and using these spaces, including any proposed cost-sharing, pooled funding or other mutually supporting processes.***

***Because there may be several offices, the management structure must ensure communication and coordination for both administrative and technical aspects and should articulate how the main office in Niger will interact with the sub-office in Burkina Faso. It is expected that the REGIS-ER partner will open a primary office in Niger with a sub-office in Burkina Faso (or work out shared space arrangements with REGIS-AG, and the SAREL program via a Memorandum of Understanding.”***

**124.** ***ADD to Section L.7(b) – Proposed Costs/Prices, “ The offeror shall provide in the illustrative budget expenses related to co-location costs associated with their portion (ratio) of supporting 2 offices Niamey (Niger) and Ouagadougou (Burkina Faso) to serve as a base for staff from all REGIS-supported programs. They should show how resources in the budget will be used to support their portion of set-up and functioning of each office such as rental, utilities, procurement and maintenance of vehicles, equipment and supplies; and any upgrades or refurbishments that may be necessary.***

***Based on the existing humanitarian caseloads and the selected zones of influence, USAID expects that two thirds of the budget will be allocated to Niger and one third will be allocated to Burkina Faso.***



Post: Niamey, Niger  
40-Hour Workweek  
Revised Local Compensation Plan  
Effective July 04, 2010 Authority 10 State 70329  
State - Peace Corps - DOD - USAID

Rates stated in Local  
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\$1.00 = CFA 415

	Step 1	2	3	4	5	6	7	8	9	10	11	12	WGI
<b><u>FSN Grade1</u></b>													
Basic Pay	1,182,762	1,225,772	1,268,782	1,311,792	1,354,802	1,397,812	1,440,822	1,483,832	1,526,842	1,569,852	1,612,862	1,655,872	43,010
Housing Allow.	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	98,563	102,148	105,732	109,316	112,900	116,484	120,068	123,653	127,237	130,821	134,405	137,989	
Seniority Allow.	11,828												
<b><u>FSN Grade2</u></b>													
Basic Pay	1,300,690	1,347,988	1,395,286	1,442,584	1,489,882	1,537,180	1,584,478	1,631,776	1,679,074	1,726,372	1,773,670	1,820,968	47,298
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	108,391	112,332	116,274	120,215	124,157	128,098	132,040	135,981	139,923	143,864	147,806	151,747	
Seniority Allow.	13,007												
<b><u>FSN Grade3</u></b>													
Basic Pay	2,219,844	2,300,566	2,381,288	2,462,010	2,542,732	2,623,454	2,704,176	2,784,898	2,865,620	2,946,342	3,027,064	3,107,786	80,722
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	184,987	191,714	198,441	205,168	211,894	218,621	225,348	232,075	238,802	245,529	252,255	258,982	
Seniority Allow.	22,198												
<b><u>FSN Grade4</u></b>													
Basic Pay	3,060,107	3,171,384	3,282,661	3,393,938	3,505,215	3,616,492	3,727,769	3,839,046	3,950,323	4,061,600	4,172,877	4,284,154	111,277
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	255,009	264,282	273,555	282,828	292,101	301,374	310,647	319,921	329,194	338,467	347,740	357,013	
Seniority Allow.	30,601												
<b><u>FSN Grade5</u></b>													
Basic Pay	5,084,145	5,269,023	5,453,901	5,638,779	5,823,657	6,008,535	6,193,413	6,378,291	6,563,169	6,748,047	6,932,925	7,117,803	184,878
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	423,679	439,085	454,492	469,898	485,305	500,711	516,118	531,524	546,931	562,337	577,744	593,150	
Seniority Allow.	50,841												
<b><u>FSN Grade6</u></b>													
Basic Pay	5,711,288	5,918,971	6,126,654	6,334,337	6,542,020	6,749,703	6,957,386	7,165,069	7,372,752	7,580,435	7,788,118	7,995,801	207,683
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	475,941	493,248	510,554	527,861	545,168	562,475	579,782	597,089	614,396	631,703	649,010	666,317	
Seniority Allow.	57,113												



Post: Niamey, Niger  
40-Hour Workweek  
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	Step 1	2	3	4	5	6	7	8	9	10	11	12	WGI
<b>FSN Grade7</b>													
Basic Pay	6,221,317	6,447,547	6,673,777	6,900,007	7,126,237	7,352,467	7,578,697	7,804,927	8,031,157	8,257,387	8,483,617	8,709,847	226,230
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	518,443	537,296	556,148	575,001	593,853	612,706	631,558	650,411	669,263	688,116	706,968	725,821	
Seniority Allow.	62,213												
<b>FSN Grade8</b>													
Basic Pay	6,842,597	7,091,419	7,340,241	7,589,063	7,837,885	8,086,707	8,335,529	8,584,351	8,833,173	9,081,995	9,330,817	9,579,639	248,822
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	570,216	590,952	611,687	632,422	653,157	673,892	694,627	715,363	736,098	756,833	777,568	798,303	
Seniority Allow.	68,426												
<b>FSN Grade9</b>													
Basic Pay	8,828,863	9,149,913	9,470,963	9,792,013	10,113,063	10,434,113	10,755,163	11,076,213	11,397,263	11,718,313	12,039,363	12,360,413	321,050
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	735,739	762,493	789,247	816,001	842,755	869,509	896,264	923,018	949,772	976,526	1,003,280	1,030,034	
Seniority Allow.	88,289												
<b>FSN Grade10</b>													
Basic Pay	9,727,384	10,081,107	10,434,830	10,788,553	11,142,276	11,495,999	11,849,722	12,203,445	12,557,168	12,910,891	13,264,614	13,618,337	353,723
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	
Bonus	810,615	840,092	869,569	899,046	928,523	958,000	987,477	1,016,954	1,046,431	1,075,908	1,105,385	1,134,861	
Seniority Allow.	97,274												
<b>FSN Grade11</b>													
Basic Pay	10,985,442	11,384,913	11,784,384	12,183,855	12,583,326	12,982,797	13,382,268	13,781,739	14,181,210	14,580,681	14,980,152	15,379,623	399,471
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	
Bonus	915,453	948,743	982,032	1,015,321	1,048,610	1,081,900	1,115,189	1,148,478	1,181,767	1,215,057	1,248,346	1,281,635	
Seniority Allow.	109,854												
<b>FSN Grade12</b>													
Basic Pay	13,436,196	13,924,785	14,413,374	14,901,963	15,390,552	15,879,141	16,367,730	16,856,319	17,344,908	17,833,497	18,322,086	18,810,675	488,589
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	
Bonus	1,119,683	1,160,399	1,201,115	1,241,830	1,282,546	1,323,262	1,363,978	1,404,693	1,445,409	1,486,125	1,526,841	1,567,556	
Seniority Allow.	134,362												





Post: Niamey, Niger  
 48-Hour Workweek  
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	Step 1	2	3	4	5	6	7	8	9	10	11	12	WGI
<b><u>FSN Grade1</u></b>													
Basic Pay	1,419,315	1,470,927	1,522,539	1,574,151	1,625,763	1,677,375	1,728,987	1,780,599	1,832,211	1,883,823	1,935,435	1,987,047	51,612
Housing Allow.	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	
Trans. Allow	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	
Bonus	118,276	122,577	126,878	131,179	135,480	139,781	144,082	148,383	152,684	156,985	161,286	165,587	
Seniority Allow.	14,193												
<b><u>FSN Grade2</u></b>													
Basic Pay	1,560,828	1,617,586	1,674,344	1,731,102	1,787,860	1,844,618	1,901,376	1,958,134	2,014,892	2,071,650	2,128,408	2,185,166	56,758
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	
Bonus	130,069	134,799	139,529	144,258	148,988	153,718	158,448	163,178	167,908	172,637	177,367	182,097	
Seniority Allow.	15,608												
<b><u>FSN Grade3</u></b>													
Basic Pay	2,663,813	2,760,679	2,857,545	2,954,411	3,051,277	3,148,143	3,245,009	3,341,875	3,438,741	3,535,607	3,632,473	3,729,339	96,866
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	
Bonus	221,984	230,057	238,129	246,201	254,273	262,345	270,417	278,490	286,562	294,634	302,706	310,778	
Seniority Allow.	26,638												
<b><u>FSN Grade4</u></b>													
Basic Pay	3,672,128	3,805,660	3,939,192	4,072,724	4,206,256	4,339,788	4,473,320	4,606,852	4,740,384	4,873,916	5,007,448	5,140,980	133,532
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	
Bonus	306,011	317,138	328,266	339,394	350,521	361,649	372,777	383,904	395,032	406,160	417,287	428,415	
Seniority Allow.	36,721												



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	Step 1	2	3	4	5	6	7	8	9	10	11	12	WGI
<b>FSN Grade7</b>													
Basic Pay	6,221,317	6,447,547	6,673,777	6,900,007	7,126,237	7,352,467	7,578,697	7,804,927	8,031,157	8,257,387	8,483,617	8,709,847	226,230
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	518,443	537,296	556,148	575,001	593,853	612,706	631,558	650,411	669,263	688,116	706,968	725,821	
Seniority Allow.	62,213												
<b>FSN Grade8</b>													
Basic Pay	6,842,597	7,091,419	7,340,241	7,589,063	7,837,885	8,086,707	8,335,529	8,584,351	8,833,173	9,081,995	9,330,817	9,579,639	248,822
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	570,216	590,952	611,687	632,422	653,157	673,892	694,627	715,363	736,098	756,833	777,568	798,303	
Seniority Allow.	68,426												
<b>FSN Grade9</b>													
Basic Pay	8,828,863	9,149,913	9,470,963	9,792,013	10,113,063	10,434,113	10,755,163	11,076,213	11,397,263	11,718,313	12,039,363	12,360,413	321,050
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	735,739	762,493	789,247	816,001	842,755	869,509	896,264	923,018	949,772	976,526	1,003,280	1,030,034	
Seniority Allow.	88,289												
<b>FSN Grade10</b>													
Basic Pay	9,727,384	10,081,107	10,434,830	10,788,553	11,142,276	11,495,999	11,849,722	12,203,445	12,557,168	12,910,891	13,264,614	13,618,337	353,723
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	
Bonus	810,615	840,092	869,569	899,046	928,523	958,000	987,477	1,016,954	1,046,431	1,075,908	1,105,385	1,134,861	
Seniority Allow.	97,274												
<b>FSN Grade11</b>													
Basic Pay	10,985,442	11,384,913	11,784,384	12,183,855	12,583,326	12,982,797	13,382,268	13,781,739	14,181,210	14,580,681	14,980,152	15,379,623	399,471
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	
Bonus	915,453	948,743	982,032	1,015,321	1,048,610	1,081,900	1,115,189	1,148,478	1,181,767	1,215,057	1,248,346	1,281,635	
Seniority Allow.	109,854												
<b>FSN Grade12</b>													
Basic Pay	13,436,196	13,924,785	14,413,374	14,901,963	15,390,552	15,879,141	16,367,730	16,856,319	17,344,908	17,833,497	18,322,086	18,810,675	488,589
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	
Bonus	1,119,683	1,160,399	1,201,115	1,241,830	1,282,546	1,323,262	1,363,978	1,404,693	1,445,409	1,486,125	1,526,841	1,567,556	
Seniority Allow.	134,362												

**AMERICAN EMBASSY -- OUAGADOUGOU, BURKINA FASO -- FOREIGN SERVICE NATIONAL EMPLOYEES' COMPENSATION PLAN - EFFECTIVE JULY 04, 2010 - PP14/2010**

**CURRENCY: CFA FRANC (unless otherwise shown)**

**AUTHORIZATION CABLES: STATE 9999; OUAGADOUGOU 320 STATE 49929**

**Attachment XII/1**

**40-HOUR WORKWEEK - CFA**

<b>FSN 12</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	11,999,740	12,699,725	13,399,710	14,099,695	14,799,680	15,499,665	16,199,650	16,899,635	17,599,620	18,299,605	18,999,590	19,699,575	20,399,560	699,985
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>13,319,201</b>	<b>14,019,186</b>	<b>14,719,171</b>	<b>15,419,156</b>	<b>16,119,141</b>	<b>16,819,126</b>	<b>17,519,111</b>	<b>18,219,096</b>	<b>18,919,081</b>	<b>19,619,066</b>	<b>20,319,051</b>	<b>21,019,036</b>	<b>21,719,021</b>	
<b>FSN 11</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	10,453,475	11,063,261	11,673,047	12,282,833	12,892,619	13,502,405	14,112,191	14,721,977	15,331,763	15,941,549	16,551,335	17,161,121	17,770,907	609,786
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>11,772,936</b>	<b>12,382,722</b>	<b>12,992,508</b>	<b>13,602,294</b>	<b>14,212,080</b>	<b>14,821,866</b>	<b>15,431,652</b>	<b>16,041,438</b>	<b>16,651,224</b>	<b>17,261,010</b>	<b>17,870,796</b>	<b>18,480,582</b>	<b>19,090,368</b>	
<b>FSN 10</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	8,494,764	8,990,292	9,485,820	9,981,348	10,476,876	10,972,404	11,467,932	11,963,460	12,458,988	12,954,516	13,450,044	13,945,572	14,441,100	495,528
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>9,814,225</b>	<b>10,309,753</b>	<b>10,805,281</b>	<b>11,300,809</b>	<b>11,796,337</b>	<b>12,291,865</b>	<b>12,787,393</b>	<b>13,282,921</b>	<b>13,778,449</b>	<b>14,273,977</b>	<b>14,769,505</b>	<b>15,265,033</b>	<b>15,760,561</b>	
<b>FSN 9</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	7,331,451	7,759,119	8,186,787	8,614,455	9,042,123	9,469,791	9,897,459	10,325,127	10,752,795	11,180,463	11,608,131	12,035,799	12,463,467	427,668
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>8,650,912</b>	<b>9,078,580</b>	<b>9,506,248</b>	<b>9,933,916</b>	<b>10,361,584</b>	<b>10,789,252</b>	<b>11,216,920</b>	<b>11,644,588</b>	<b>12,072,256</b>	<b>12,499,924</b>	<b>12,927,592</b>	<b>13,355,260</b>	<b>13,782,928</b>	
<b>FSN 8</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	6,452,521	6,828,918	7,205,315	7,581,712	7,958,109	8,334,506	8,710,903	9,087,300	9,463,697	9,840,094	10,216,491	10,592,888	10,969,285	376,397
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>7,771,982</b>	<b>8,148,379</b>	<b>8,524,776</b>	<b>8,901,173</b>	<b>9,277,570</b>	<b>9,653,967</b>	<b>10,030,364</b>	<b>10,406,761</b>	<b>10,783,158</b>	<b>11,159,555</b>	<b>11,535,952</b>	<b>11,912,349</b>	<b>12,288,746</b>	
<b>FSN 7</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	5,483,462	5,803,331	6,123,200	6,443,069	6,762,938	7,082,807	7,402,676	7,722,545	8,042,414	8,362,283	8,682,152	9,002,021	9,321,890	319,869
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>6,802,923</b>	<b>7,122,792</b>	<b>7,442,661</b>	<b>7,762,530</b>	<b>8,082,399</b>	<b>8,402,268</b>	<b>8,722,137</b>	<b>9,042,006</b>	<b>9,361,875</b>	<b>9,681,744</b>	<b>10,001,613</b>	<b>10,321,482</b>	<b>10,641,351</b>	
<b>FSN 6</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	4,808,931	5,089,452	5,369,973	5,650,494	5,931,015	6,211,536	6,492,057	6,772,578	7,053,099	7,333,620	7,614,141	7,894,662	8,175,183	280,521
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>6,128,392</b>	<b>6,408,913</b>	<b>6,689,434</b>	<b>6,969,955</b>	<b>7,250,476</b>	<b>7,530,997</b>	<b>7,811,518</b>	<b>8,092,039</b>	<b>8,372,560</b>	<b>8,653,081</b>	<b>8,933,602</b>	<b>9,214,123</b>	<b>9,494,644</b>	

## Attachment XII/2

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	WGI
<b>FSN 5</b>														
BASIC RATE	4,200,606	4,445,641	4,690,676	4,935,711	5,180,746	5,425,781	5,670,816	5,915,851	6,160,886	6,405,921	6,650,956	6,895,991	7,141,026	245,035
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>5,520,067</b>	<b>5,765,102</b>	<b>6,010,137</b>	<b>6,255,172</b>	<b>6,500,207</b>	<b>6,745,242</b>	<b>6,990,277</b>	<b>7,235,312</b>	<b>7,480,347</b>	<b>7,725,382</b>	<b>7,970,417</b>	<b>8,215,452</b>	<b>8,460,487</b>	
<b>FSN 4</b>														
BASIC RATE	3,634,844	3,846,877	4,058,910	4,270,943	4,482,976	4,695,009	4,907,042	5,119,075	5,331,108	5,543,141	5,755,174	5,967,207	6,179,240	212,033
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>4,954,305</b>	<b>5,166,338</b>	<b>5,378,371</b>	<b>5,590,404</b>	<b>5,802,437</b>	<b>6,014,470</b>	<b>6,226,503</b>	<b>6,438,536</b>	<b>6,650,569</b>	<b>6,862,602</b>	<b>7,074,635</b>	<b>7,286,668</b>	<b>7,498,701</b>	
<b>FSN 3</b>														
BASIC RATE	2,848,883	3,015,068	3,181,253	3,347,438	3,513,623	3,679,808	3,845,993	4,012,178	4,178,363	4,344,548	4,510,733	4,676,918	4,843,103	166,185
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>4,168,344</b>	<b>4,334,529</b>	<b>4,500,714</b>	<b>4,666,899</b>	<b>4,833,084</b>	<b>4,999,269</b>	<b>5,165,454</b>	<b>5,331,639</b>	<b>5,497,824</b>	<b>5,664,009</b>	<b>5,830,194</b>	<b>5,996,379</b>	<b>6,162,564</b>	
<b>FSN 2</b>														
BASIC RATE	1,997,418	2,113,934	2,230,450	2,346,966	2,463,482	2,579,998	2,696,514	2,813,030	2,929,546	3,046,062	3,162,578	3,279,094	3,395,610	116,516
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>3,316,879</b>	<b>3,433,395</b>	<b>3,549,911</b>	<b>3,666,427</b>	<b>3,782,943</b>	<b>3,899,459</b>	<b>4,015,975</b>	<b>4,132,491</b>	<b>4,249,007</b>	<b>4,365,523</b>	<b>4,482,039</b>	<b>4,598,555</b>	<b>4,715,071</b>	
<b>FSN 1</b>														
BASIC RATE	1,826,275	1,932,808	2,039,341	2,145,874	2,252,407	2,358,940	2,465,473	2,572,006	2,678,539	2,785,072	2,891,605	2,998,138	3,104,671	106,533
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>3,145,736</b>	<b>3,252,269</b>	<b>3,358,802</b>	<b>3,465,335</b>	<b>3,571,868</b>	<b>3,678,401</b>	<b>3,784,934</b>	<b>3,891,467</b>	<b>3,998,000</b>	<b>4,104,533</b>	<b>4,211,066</b>	<b>4,317,599</b>	<b>4,424,132</b>	
<b>60 HOUR WORKWEEK - CFA - 710 Guard series - Grade 1 through 5</b>														
<b>FSN 5</b>														
BASIC RATE	4,200,606	4,445,641	4,690,676	4,935,711	5,180,746	5,425,781	5,670,816	5,915,851	6,160,886	6,405,921	6,650,956	6,895,991	7,141,026	245,035
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>5,520,067</b>	<b>5,765,102</b>	<b>6,010,137</b>	<b>6,255,172</b>	<b>6,500,207</b>	<b>6,745,242</b>	<b>6,990,277</b>	<b>7,235,312</b>	<b>7,480,347</b>	<b>7,725,382</b>	<b>7,970,417</b>	<b>8,215,452</b>	<b>8,460,487</b>	
<b>FSN 4</b>														
BASIC RATE	3,634,844	3,846,877	4,058,910	4,270,943	4,482,976	4,695,009	4,907,042	5,119,075	5,331,108	5,543,141	5,755,174	5,967,207	6,179,240	212,033
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>4,954,305</b>	<b>5,166,338</b>	<b>5,378,371</b>	<b>5,590,404</b>	<b>5,802,437</b>	<b>6,014,470</b>	<b>6,226,503</b>	<b>6,438,536</b>	<b>6,650,569</b>	<b>6,862,602</b>	<b>7,074,635</b>	<b>7,286,668</b>	<b>7,498,701</b>	
<b>FSN 3</b>														
BASIC RATE	2,848,883	3,015,068	3,181,253	3,347,438	3,513,623	3,679,808	3,845,993	4,012,178	4,178,363	4,344,548	4,510,733	4,676,918	4,843,103	166,185
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>4,168,344</b>	<b>4,334,529</b>	<b>4,500,714</b>	<b>4,666,899</b>	<b>4,833,084</b>	<b>4,999,269</b>	<b>5,165,454</b>	<b>5,331,639</b>	<b>5,497,824</b>	<b>5,664,009</b>	<b>5,830,194</b>	<b>5,996,379</b>	<b>6,162,564</b>	

<b>FSN 2</b>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	WGI
BASIC RATE	1,997,418	2,113,934	2,230,450	2,346,966	2,463,482	2,579,998	2,696,514	2,813,030	2,929,546	3,046,062	3,162,578	3,279,094	3,395,610	116,516
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>3,316,879</b>	<b>3,433,395</b>	<b>3,549,911</b>	<b>3,666,427</b>	<b>3,782,943</b>	<b>3,899,459</b>	<b>4,015,975</b>	<b>4,132,491</b>	<b>4,249,007</b>	<b>4,365,523</b>	<b>4,482,039</b>	<b>4,598,555</b>	<b>4,715,071</b>	

<b>FSN 1</b>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	WGI
BASIC RATE	1,826,275	1,932,808	2,039,341	2,145,874	2,252,407	2,358,940	2,465,473	2,572,006	2,678,539	2,785,072	2,891,605	2,998,138	3,104,671	106,533
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>3,145,736</b>	<b>3,252,269</b>	<b>3,358,802</b>	<b>3,465,335</b>	<b>3,571,868</b>	<b>3,678,401</b>	<b>3,784,934</b>	<b>3,891,467</b>	<b>3,998,000</b>	<b>4,104,533</b>	<b>4,211,066</b>	<b>4,317,599</b>	<b>4,424,132</b>	

**Exception Rate Range (ERR) for 510-9 (Nurse) - 40 HOUR WORKWEEK - US Dollars**

(amounts shown are USD but are paid in CFA equivalent, based on the FSC Charleston rate of exchange on the date of calculation for a given payroll payment)

<b>FSN 9</b>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	WGI
BASIC RATE	35,847	37,938	40,029	42,120	44,211	46,302	48,393	50,484	52,575	54,666	56,757	58,848	60,939	2,091
MEAL ALLOW	-	-	-	-	-	-	-	-	-	-	-	-	-	
MISC BENEFIT ALLOW	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>TOTAL</b>	<b>35,847</b>	<b>37,938</b>	<b>40,029</b>	<b>42,120</b>	<b>44,211</b>	<b>46,302</b>	<b>48,393</b>	<b>50,484</b>	<b>52,575</b>	<b>54,666</b>	<b>56,757</b>	<b>58,848</b>	<b>60,939</b>	

**Exception Rate Range (ERR) for 220-10 (English Language Program Specialist - Director of Courses) series - 40 HOUR WORKWEEK - US Dollars**

(amounts shown are USD but are paid in CFA equivalent, based on the FSC Charleston rate of exchange on the date of calculation for a given payroll payment)

<b>FSN 10</b>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	WGI
BASIC RATE	38,700	40,958	43,216	45,474	47,732	49,990	52,248	54,506	56,764	59,022	61,280	63,538	65,796	2,258
MEAL ALLOW	-	-	-	-	-	-	-	-	-	-	-	-	-	
MISC BENEFIT ALLOW	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>TOTAL</b>	<b>38,700</b>	<b>40,958</b>	<b>43,216</b>	<b>45,474</b>	<b>47,732</b>	<b>49,990</b>	<b>52,248</b>	<b>54,506</b>	<b>56,764</b>	<b>59,022</b>	<b>61,280</b>	<b>63,538</b>	<b>65,796</b>	




**Exception Rate Range (ERR) for 505-12 (Medical Officer) series - 40 HOUR WORKWEEK - US Dollars**

(amounts shown are USD but are paid in CFA equivalent, based on the FSC Charleston rate of exchange on the date of calculation for a given payroll payment)

<b>FSN 12</b>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	WGI
BASIC RATE	56,563	59,863	63,163	66,463	69,763	73,063	76,363	79,663	82,963	86,263	89,563	92,863	96,163	3,300
MEAL ALLOW	-	-	-	-	-	-	-	-	-	-	-	-	-	
MISC BENEFIT ALLOW	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>TOTAL</b>	<b>56,563</b>	<b>59,863</b>	<b>63,163</b>	<b>66,463</b>	<b>69,763</b>	<b>73,063</b>	<b>76,363</b>	<b>79,663</b>	<b>82,963</b>	<b>86,263</b>	<b>89,563</b>	<b>92,863</b>	<b>96,163</b>	




## Currently Programming in IR:

-  OFDA/FFP(HA)
-  FFP(DA)
-  W. Africa Regional

## Legend: Depth of New Investment

Strong – Darkest shading  
Medium – Light shading  
None – No shading

 = Strong gender dimension

**G** = Strong inclusive governance dimension

